DAU--Learning Assets for the Contracting Workforce

NCMA

June 15, 2005

CUBIC
Corporate University Best In Class

BEST

Excellence
2003
brandon-hall.com
In E-Learning

THE COMMISSION OF THE COUNCIL ON OCCUPATIONAL EDUCATION
ACCREDITED

Agenda

- DAU Update
- Support to War on Terrorism
- Contracting Curriculum Re-engineering
- Federal Acquisition Institute
- Engaged Learner

24/7 Learning Assets

The AT&L Performance Learning Model at www.dau.mil

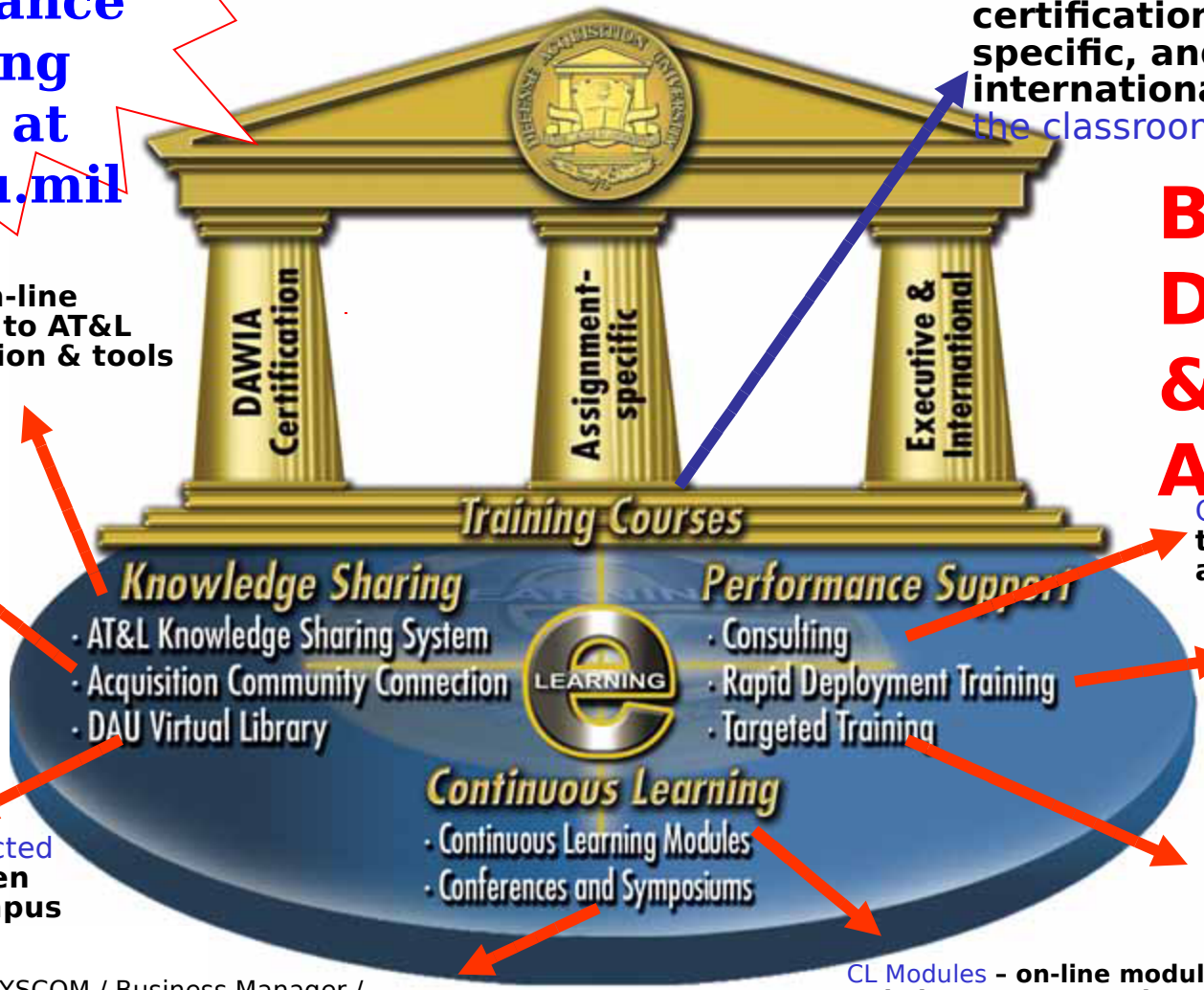
Network Centric Learning

Training Courses - **DAWIA certification, assignment-specific, and executive & international courses –** in the classroom and on-line

Before During & After

AKSS **– on-line gateway to AT&L information & tools**

ACC **– on-line collaboration communities tailored to your needs**



Consulting **– we com to your workplace t assist you**

RDT **– on-site & on-line training on latest AT&L policies**

Keeping you connected to research tools **when you are not on campus**

Targeted Training **– tailored learning for your organization**

CL Modules **– on-line modules to help you earn continuous learning points**

PEO SYSCOM / Business Manager / DAU Alumni Association

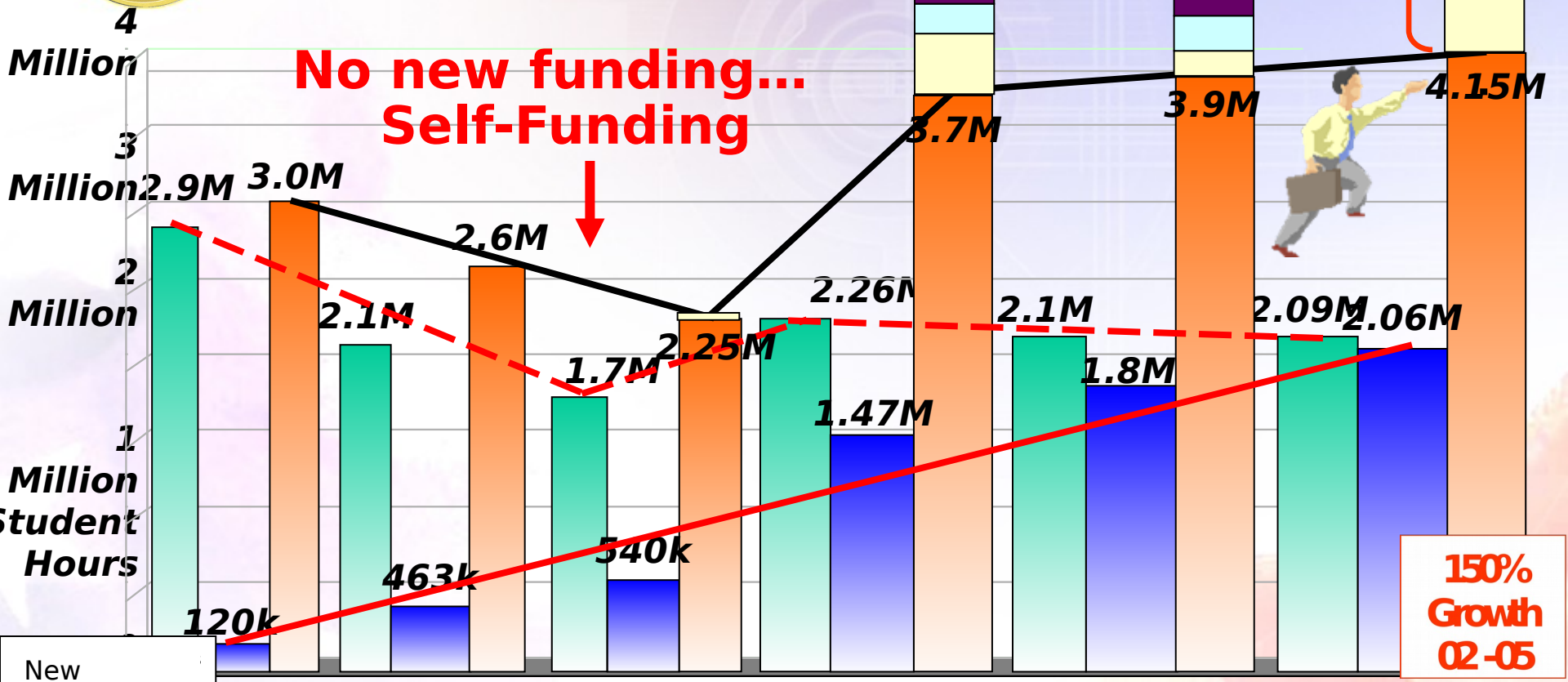
Network-Centric Transformation

Certification Training Student Hours (Millions)

Learning Asset Availability

1.5 million hours new learning products to the workforce

No new funding… Self-Funding



New Additional Hours

- CL Module Hours
- AKSS Site Hours
- ACC Site Hours
- RDT Hours
- PS Hours

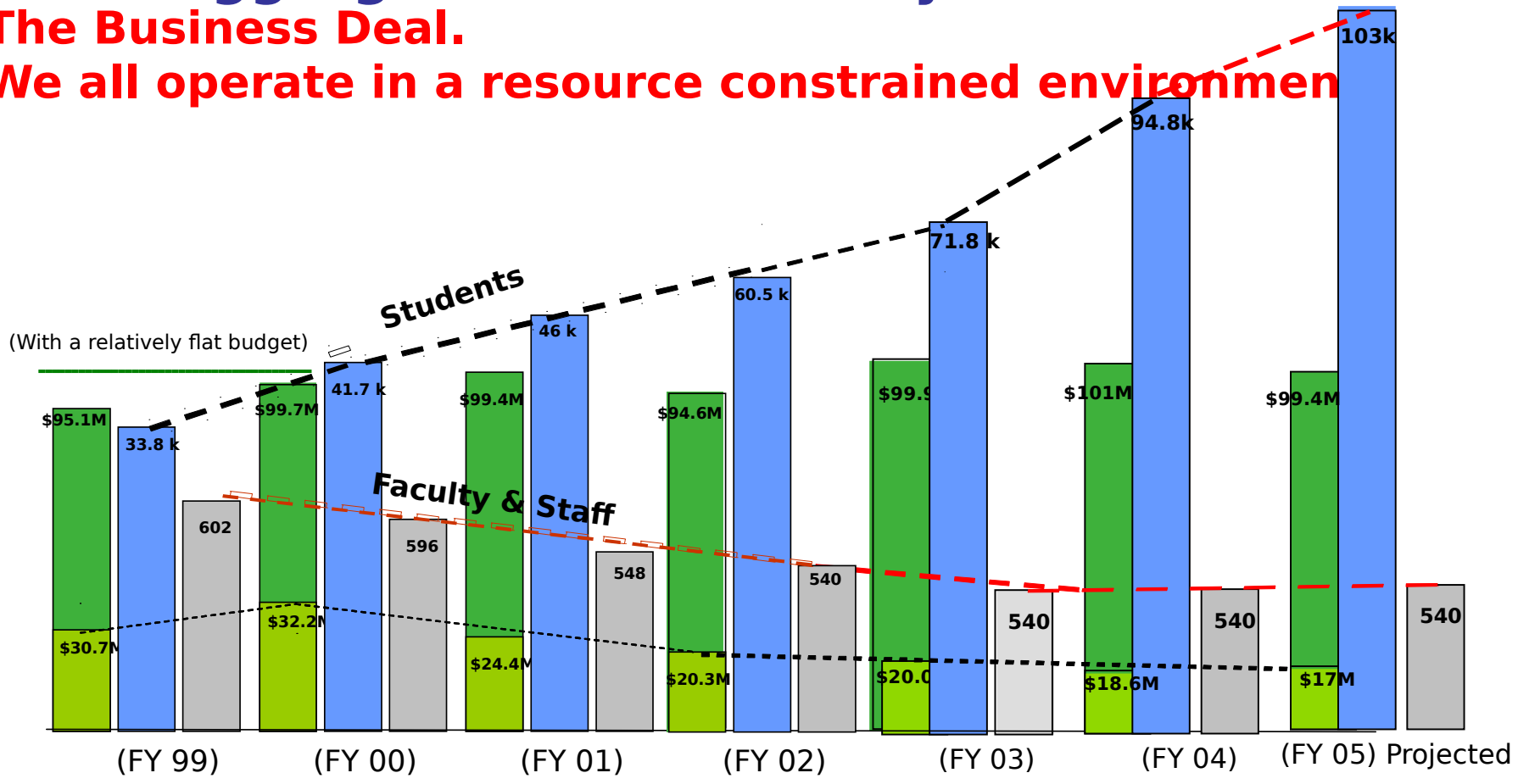
Total Learning & Development Hours

FY 00	FY 01	FY 02	FY 03	FY 04	FY 05 Projected
3,020,000	2,563,331	2,260,382	4,600,223	4,724,900	5,649,538

Aggregate DAU Efficiency and Effectiveness

The Business Deal.

We all operate in a resource constrained environmen



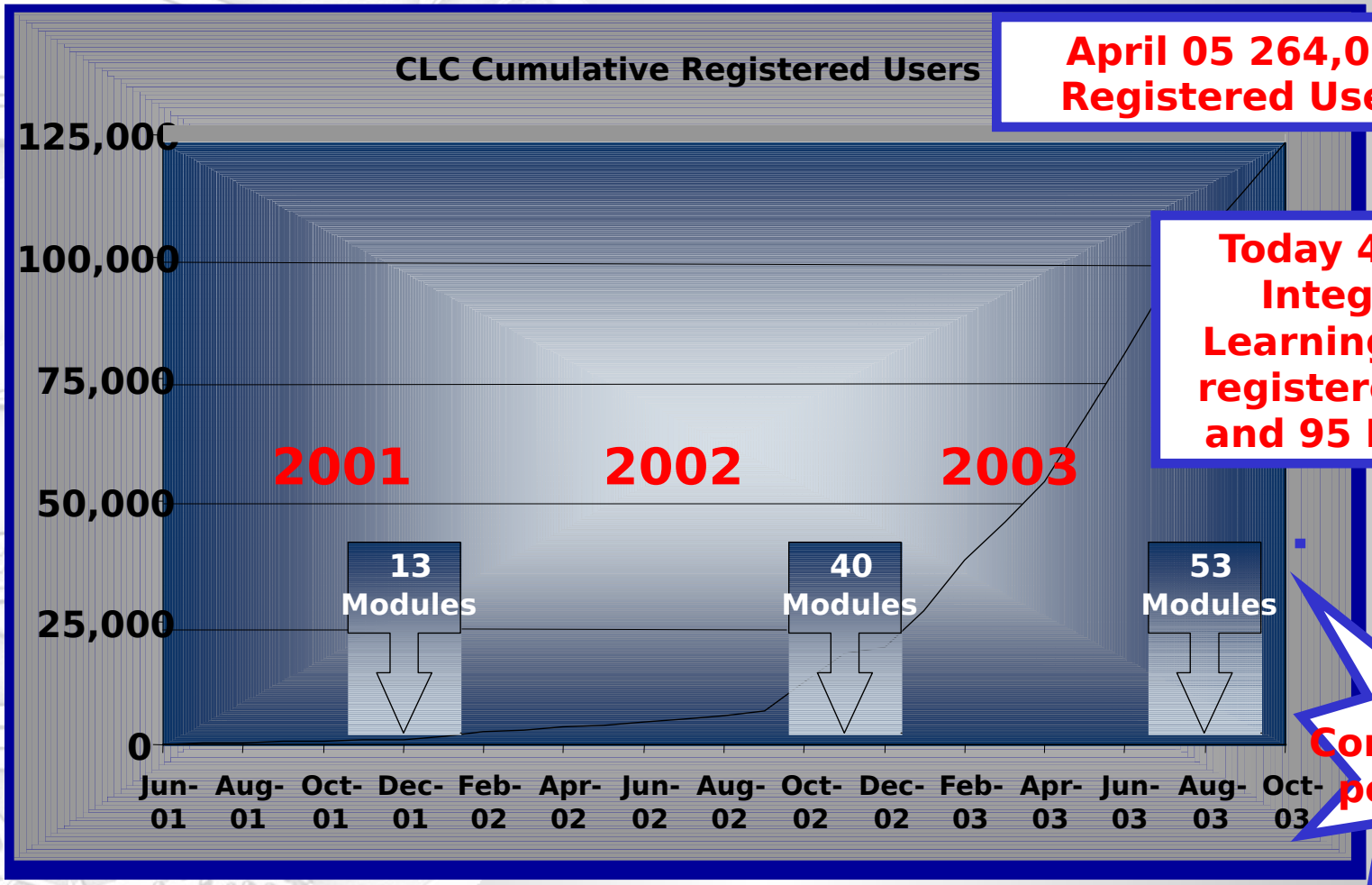
Legend

	FY99	FY00	FY01	FY02	FY03	FY04	FY05
Student Travel	30.7	32.2	24.4	20.3	20.0	18.6	17.0
Total Budget	95.1	99.7	99.4	94.6	99.9	101.0	99.4
Faculty and Staff	602.9	596.1	548	540	540	540	540
Students	38518	41,713	46,331	60,533	71,845	94,845	103,667

- ✓ *Student Travel Costs Down 45%*
- ✓ *Faculty & Staff Down 10%*
- ✓ *Student Throughput Up 204%*

DAU Continuous Learning Center

hen the Learner is Ready, Learning Assets are Availabl



April 05 264,000 Registered Users

Today 422,000 Integrated Learning Assets registered users and 95 Modules

17,000 Completions per month

DoD AT&L Knowledge Sharing System AKSS

FAR/DFARS

GSA & Hill FARSITE

New AT&L Policy

Acquisition Resource Center With 5000 and JCIDS

Defense Acquisition Guidebook

Guidance and Experts

Career Field and Business Process On-Line Knowledge Communities

Gateway to Policy, Processes, Tools and Experts

ACC: Acquisition Community Connection - Microsoft Internet Explorer provided by Defense Acquisition University

File Edit View Favorites Tools Help

Back Search Favorites Media

Address http://acc.dau.mil/simplify/ev.php?ID=19984_201&ID2=DO_TOPIC

Go Links

Acquisition Community Connection
Where the AT&L Workforce Meets to Share Knowledge

Defense Acquisition University

Home | DAU Resources | Contact Us | Site Map | Help Search

EXPLORER ACC HOME

- Contingency Contracting
  - Presentations
  - Policy & Guidance
    - Air Force
      - Air Force Materiel Command
      - Functional Area Manager Policy & Guidance
      - PACAF AOR
    - Army
    - DLA
    - DCMA
    - Marine Corps
    - DoD-wide
  - Training Material
  - Contractor Deployments
  - CCO Tools
  - Community Connection

BOOKMARKS

- My Business Card
- My Personal Topic
- My Preferences
- My Options
- My Inbox
- Add bookmark

TOOLS

- Calendar
- Search Knowledge
- Search Conversations

acc ▸ special interest areas ▸ contingency contracting ▸ policy & guidance ▸ air force ▸

Main View (12) What's New (5) Discussions View All (12)

Air Force

AF specific contingency contracting policy and guidan

ID: 19984

open Topic
Viewed 1777 times

Start Discussion
Create a Blank Forum

Knowledge

references

AF General Counsel Guidance Document o
(Viewed 169 times)
Airman's Manual
(Viewed 56 times)

examples

e.g. Environmental Contracting (Viewed 106 ti

regulatory

AFFARS Appendix CC (Viewed 186 times)
SAF/AQC Information Memo, SAF/AQC's Ex
SAF/AQC Policy Memo 03-C-02, Implementi
Services" (Viewed 112 times)
SAF/AQC Policy Memo 03-C-04, Delegation
Chemical or Radiological Attack (FAC 2001-12)
SAF/AQC Policy Memo 03-C-06, Emergency
During Operation Iraqi Freedom (Viewed 128 t
SAF/AQC Policy Memo 03-C-07, Implementi
Contractor Personnel Performing "Essential D
SAF/AQC Policy Memo 03-C-09, Anthrax an
SAF/AQC Policy Memo 03-C-13, Undefinitized Contract Actions and Contingency Operations in Support of Operation Iraqi Freedom (Viewed 181

Editor

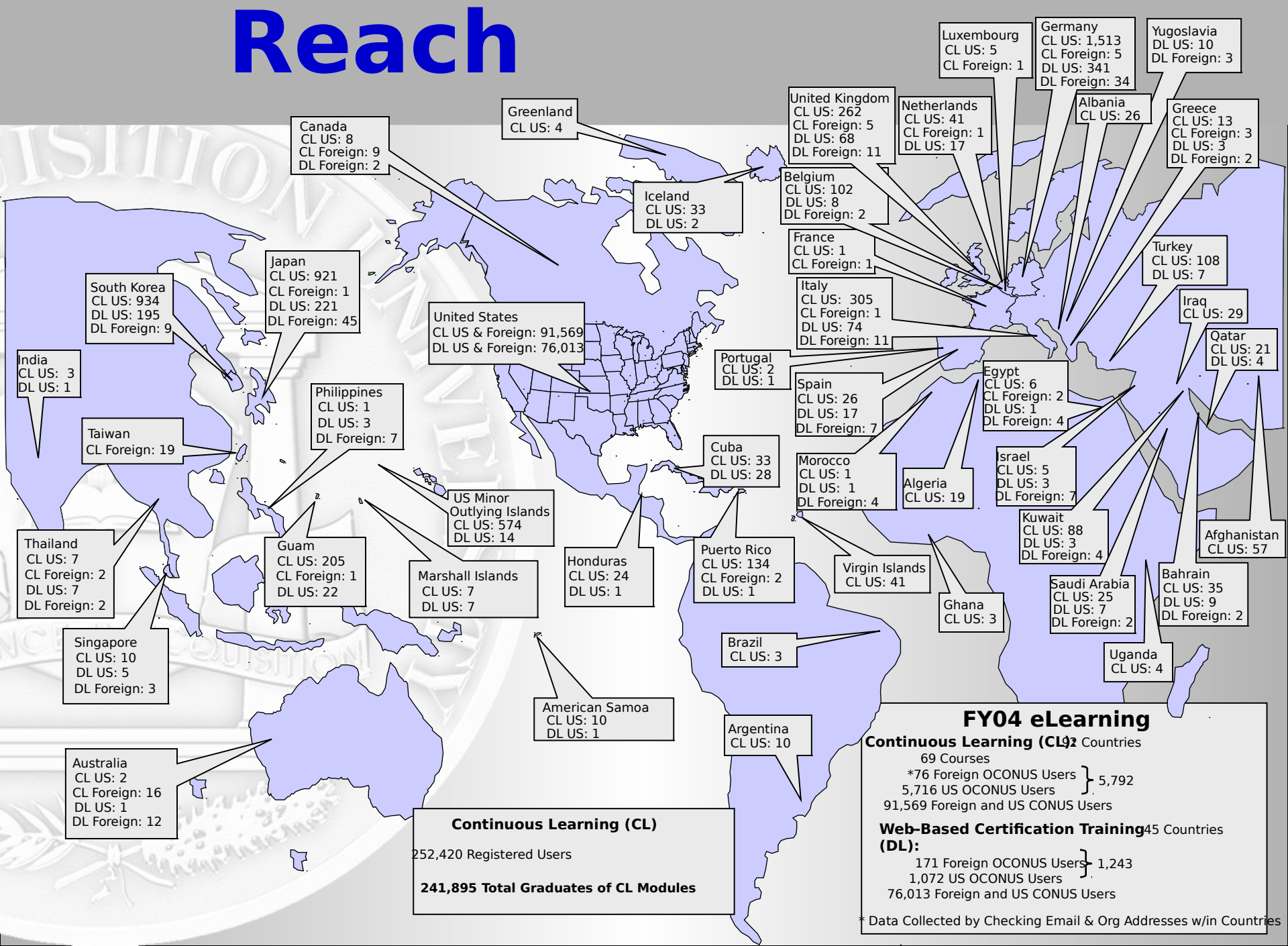
Internet

Start

Inbox - Microsoft Outl... | schedules - Message (... | Microsoft PowerPoint ... | tpa25 | E:\tpa25\cd_start.ht... | Thesaurus.com/autho... | ACC: Acquisition Co...

8:31 AM

Reach


Luxembourg
CL US: 5
CL Foreign: 1
Germany
CL US: 1,513
CL Foreign: 5
DL US: 341
DL Foreign: 34
Yugoslavia
DL US: 10
DL Foreign: 3
United Kingdom
CL US: 262
CL Foreign: 5
DL US: 68
DL Foreign: 11
Netherlands
CL US: 41
CL Foreign: 1
DL US: 17
Albania
CL US: 26
Greece
CL US: 13
CL Foreign: 3
DL US: 3
DL Foreign: 2
Greenland
CL US: 4
Canada
CL US: 8
CL Foreign: 9
DL Foreign: 2
Iceland
CL US: 33
DL US: 2
Belgium
CL US: 102
DL US: 8
DL Foreign: 2
France
CL US: 1
CL Foreign: 1
Turkey
CL US: 108
DL US: 7
Japan
CL US: 921
CL Foreign: 1
DL US: 221
DL Foreign: 45
South Korea
CL US: 934
DL US: 195
DL Foreign: 9
United States
CL US & Foreign: 91,569
DL US & Foreign: 76,013
Italy
CL US: 305
CL Foreign: 1
DL US: 74
DL Foreign: 11
Iraq
CL US: 29
Qatar
CL US: 21
DL US: 4
India
CL US: 3
DL US: 1
Portugal
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Spain
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DL Foreign: 7
Egypt
CL US: 6
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DL Foreign: 4
Philippines
CL US: 1
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DL Foreign: 7
Taiwan
CL Foreign: 19
Cuba
CL US: 33
DL US: 28
Morocco
CL US: 1
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DL Foreign: 4
Algeria
CL US: 19
Israel
CL US: 5
DL US: 3
DL Foreign: 7
Kuwait
CL US: 88
DL US: 3
DL Foreign: 4
Afghanistan
CL US: 57
US Minor
Outlying Islands
CL US: 574
DL US: 14
Thailand
CL US: 7
CL Foreign: 2
DL US: 7
DL Foreign: 2
Guam
CL US: 205
CL Foreign: 1
DL US: 22
Marshall Islands
CL US: 7
DL US: 7
Honduras
CL US: 24
DL US: 1
Puerto Rico
CL US: 134
CL Foreign: 2
DL US: 1
Virgin Islands
CL US: 41
Ghana
CL US: 3
Saudi Arabia
CL US: 25
DL US: 7
DL Foreign: 2
Bahrain
CL US: 35
DL US: 9
DL Foreign: 2
Singapore
CL US: 10
DL US: 5
DL Foreign: 3
Brazil
CL US: 3
Uganda
CL US: 4
American Samoa
CL US: 10
DL US: 1
Argentina
CL US: 10
Australia
CL US: 2
CL Foreign: 16
DL US: 1
DL Foreign: 12
Continuous Learning (CL)
252,420 Registered Users
241,895 Total Graduates of CL Modules
FY04 eLearning
Continuous Learning (CL): 92 Countries
69 Courses
*76 Foreign OCONUS Users
5,716 US OCONUS Users
91,569 Foreign and US CONUS Users
5,792
Web-Based Certification Training (DL): 45 Countries
171 Foreign OCONUS Users
1,072 US OCONUS Users
76,013 Foreign and US CONUS Users
1,243
* Data Collected by Checking Email & Org Addresses w/in Countries

DAU in Afghanistan

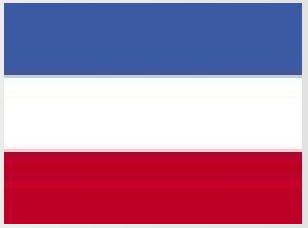
- **Contract Law courses to COTRs and ACOs. Provided tailored project management training to 190 Afghanistan officers**
- **Support of Provincial Reconstruction**

DAU in Iraq and Kuwait

- DAU personnel provided a compressed COR / Grants Administration Course for 30 students in Baghdad, July 2004
- PLM in action- Reach-back Capability
  - 50 contracting personnel used DAU's web-based learning assets
  - 5 Contingency Contracting Officers completed DAU e-courses

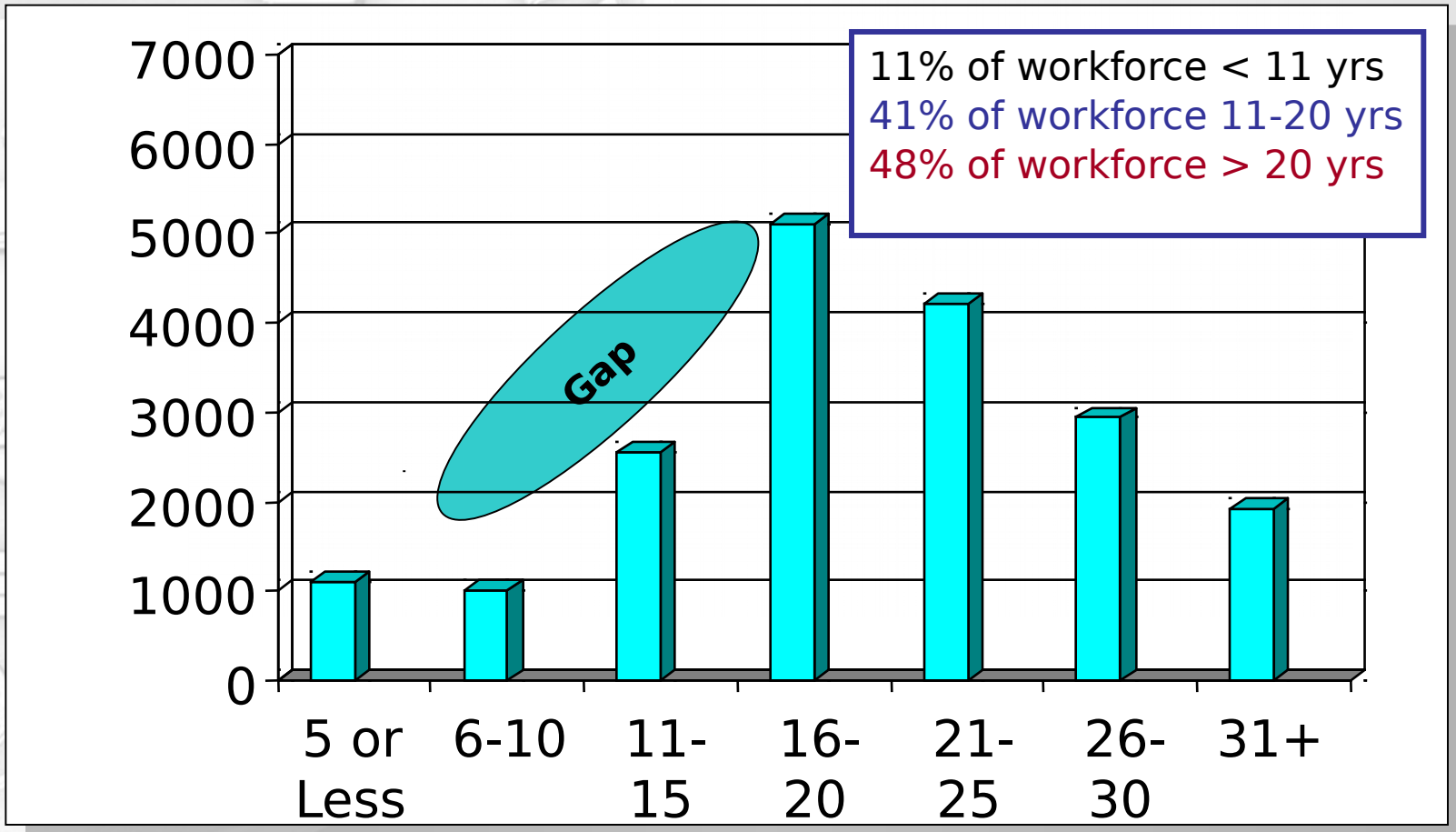
DAU Around the Globe

- **Honduras:** Contract Officer Representative (COR) Courses to SOUTHCOM
- **Czech Republic:** Acquisition logistics and spare parts provisioning
- **Poland, Ukraine, Romania and Czech Republic:** Contracting Business Courses
- **Serbia-Montenegro:** General Acquisition Training
- **20 different countries:** Contract Law courses to COTRs and ACOs

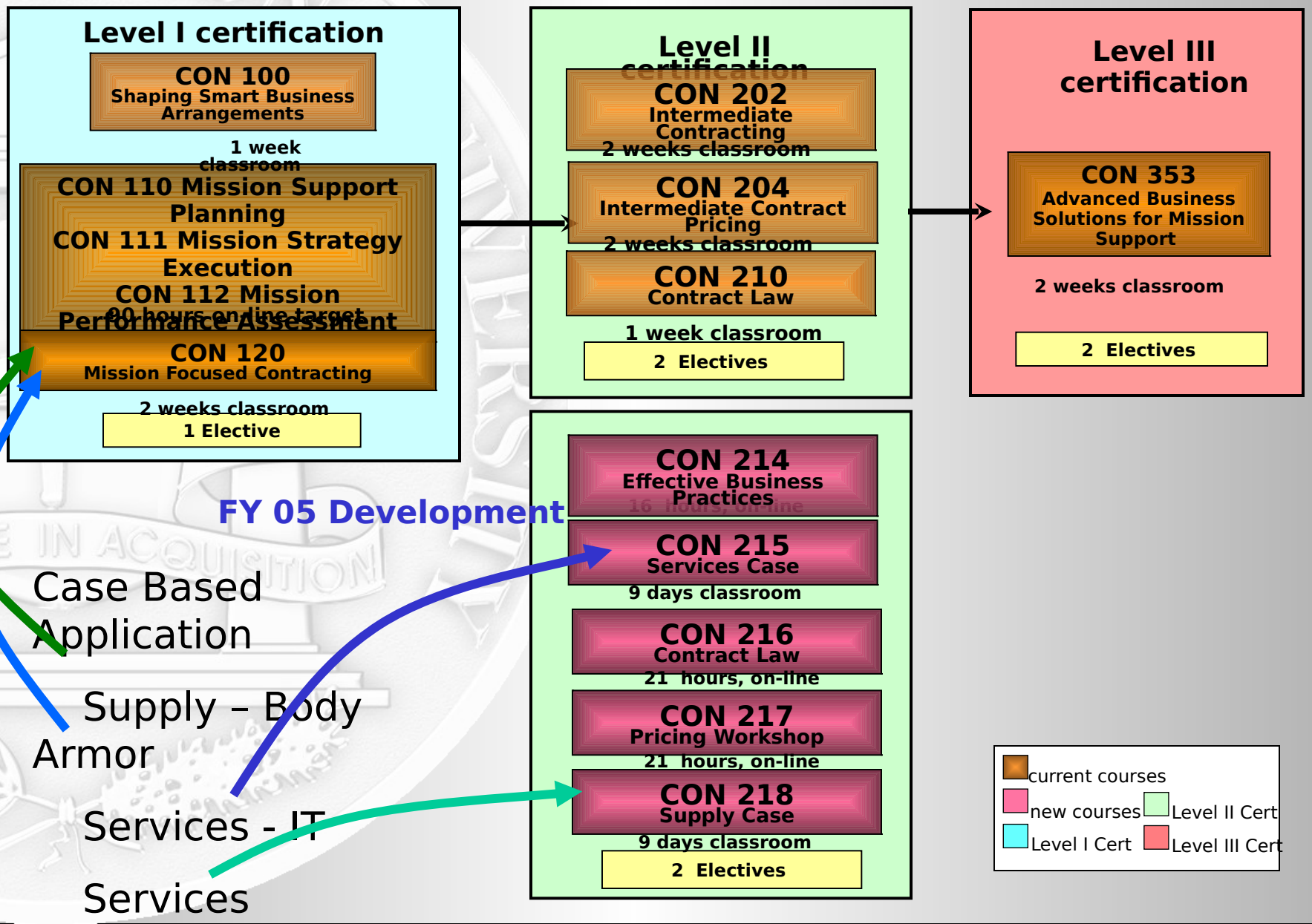


Contracting Workforce

ARMY	NAVY/USMC	AIR FORCE	OTHER DOD	TOTAL
8,183	5,296	7,487	5,282	26,248

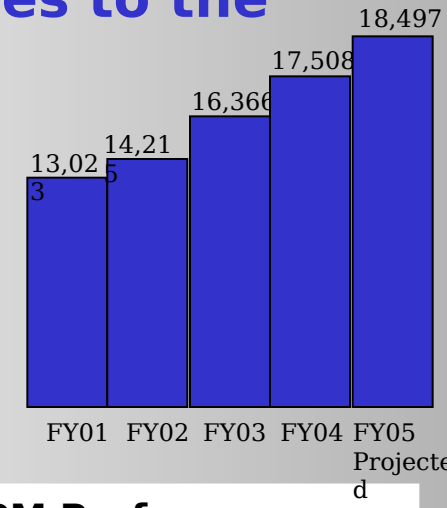


Competency Based Contracting Certification Training Track

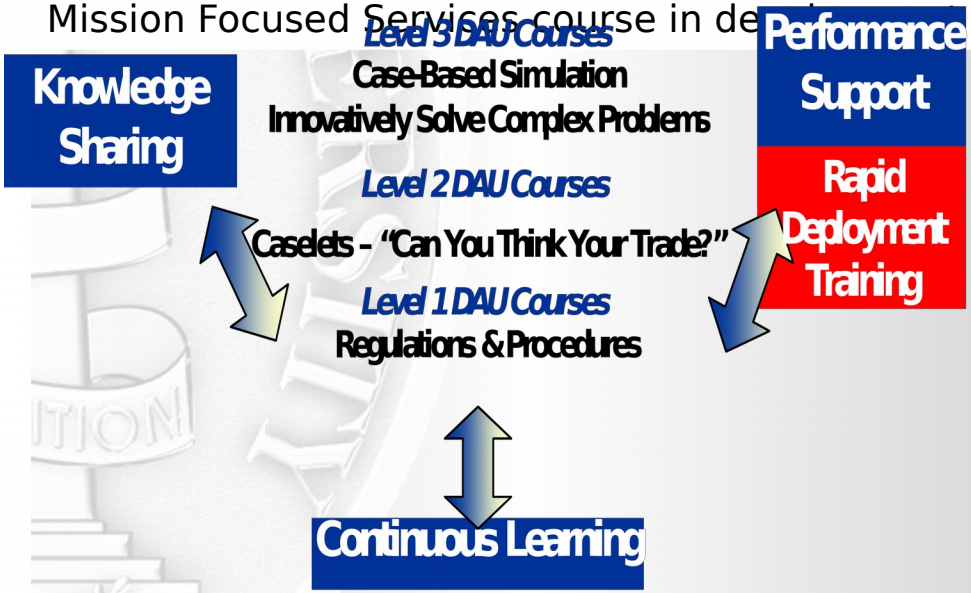


DAU's Performance Learning Model (PLM) Provides Career-long Learning Opportunities to the Contracting Community

Training Highlights:
CON Level One transformation complete Jan 2005
CON Level II Restructure in Development, (Mar 06)
CON 260 Small Business Specialists course (Oct 04)
Mission Focused Services course in de



Communities of Practice: New Mission Support Contracting CoP, topic areas for Processes and Mission Areas, Tools, Policy & Guidance, Training Center and Hot Topics. COP supports new Mission Focus with on-line course material available by clicking on each of the three process arrows



PM Performance Support: Tanker Lease Study, Eastern European contract training, Get it Right Campaign, COR training and Grant Mgt for Forces Command, Alternate Dispute Resolution, **A-76 Training.**

Continuous Learning: Contracting related: **Service-Disabled Veteran-Owned, Small Business Program**, Profit/Fee Analysis, Contracting for the rest of us, Facilities Capital Cost of Money, Administration of other transactions, **Performance Based Services Acquisition**, Buy America Act, Contractual Incentives,

ering for Acquisition Excellence
nd FAI

FAI/DAU Ribbon Cutting April 11th, 2005

DAU/FAI Partnership

- Objective
  - Leverage resources for mutual benefit of DoD and Federal wide acquisition workforce & mission capability
- Collaboration Areas
  - Workforce planning
  - Competency management
  - Partnering to improve and add to training, knowledge sharing, and performance support tools
  - Workforce training and development best practices

Workforce

30K +/-

134K

Progress on DAU/FAI Partnership

- **Jan 05 - FAI collocated with DAU at Ft Belvoir**
- **Mar 05 – DAU/FAI MOA signed**
- **Apr 05 – OFPP issues updated workforce policy recognizing DoD/DAU competencies as lead and baseline for federal acquisition workforce competencies**
- **Apr 05 - Jointly Developed Partnering Performance Plan**
  - **Support OFPP development and deployment of certification program**
  - **Migrating program management competencies for use by civilian agency program/project managers**
  - **FAR JIT training (training-readiness for major new policy)**
  - **Improved availability of PBSA workshops**

What's Next on DAU/FAI Partnership

- **Supporting new competency management capability**
- **Final development and deployment of targeted training:**
  - **New Contracting Officer Representative training (online)**
  - **New Performance-Based Services Acquisition (in-resident)**
  - **New Performance-Based Services Acquisition training (online)**
  - **New Veteran-owned Small Business training (online)**
  - **Sharing technology tools (e.g., communities of practice, online acquisition library, web-casting)**
- **Expand benefits of strategic partnerships with professional associations, colleges and universities and others to federal workforce**
- **Expand availability of web-based Performance Learning Model training and support resources**

Bridging the Knowledge Gap – Engage Learners on the Job!

Gallup Survey…29% of workforce engaged

55% not engaged

16% actively

Engaged learners are:

- Motivated knowledge seekers ----know how to learn

- Able to transfer knowledge to solve problems creatively

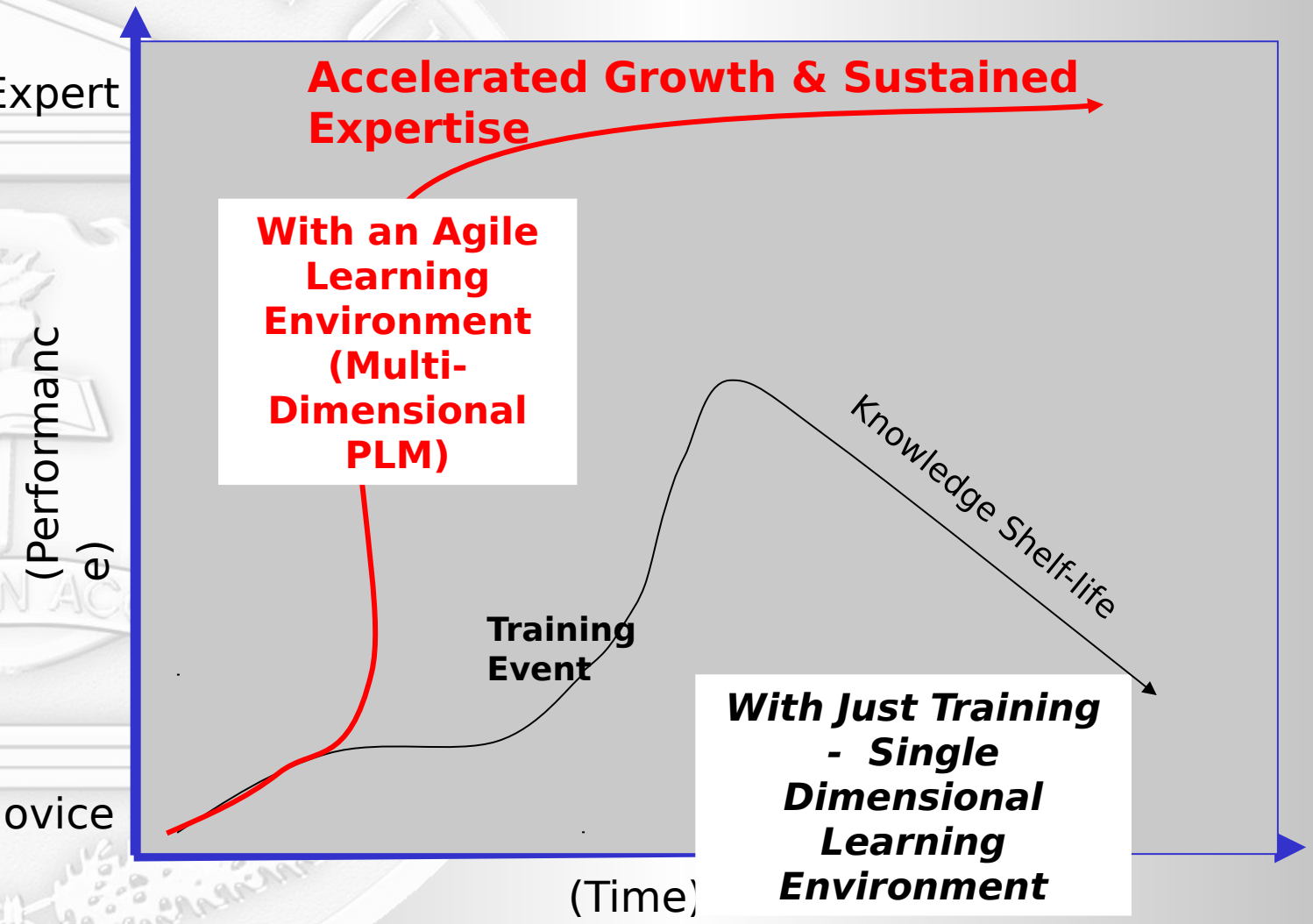
- Energized by and have a passion for their learning

10% of what they read

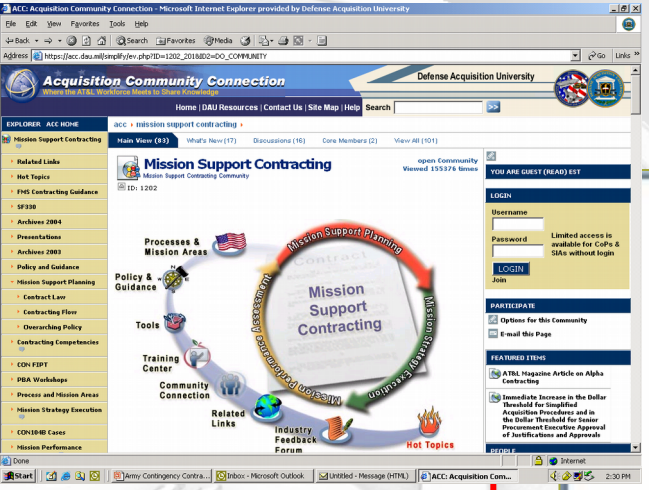
20% of what they see and hear

80% of what they use, do or

Benefits of Engaging the Learner on the Job



Application of Continuous Presence (with the PLM)



U.S. Senate Committee on Armed Services
228 Russell Senate Office Building
Washington, D.C. 20510
(202) 224- 3871

OFFICE OF MANAGEMENT AND BUDGET

ACC Performance Support Referrals

- **IRAQ Support**
- **Eastern European Targeted Training**

ACC Lessons

CON 110 - Mission Support Strategy (Viewed 274 times)
CON 110 - Federal Acquisition Regulation (FAR) (231 times)
CON 110 - Market Research (219 times)
CON 110 - Requirements (240 times)
CON 110 - Socio-economic Programs (201 times)
CON 110 - Simplified Acquisition (214 times)
CON 110 - Competition (204 times)
CON 110 - Lesson 8:

Ultimate Speed

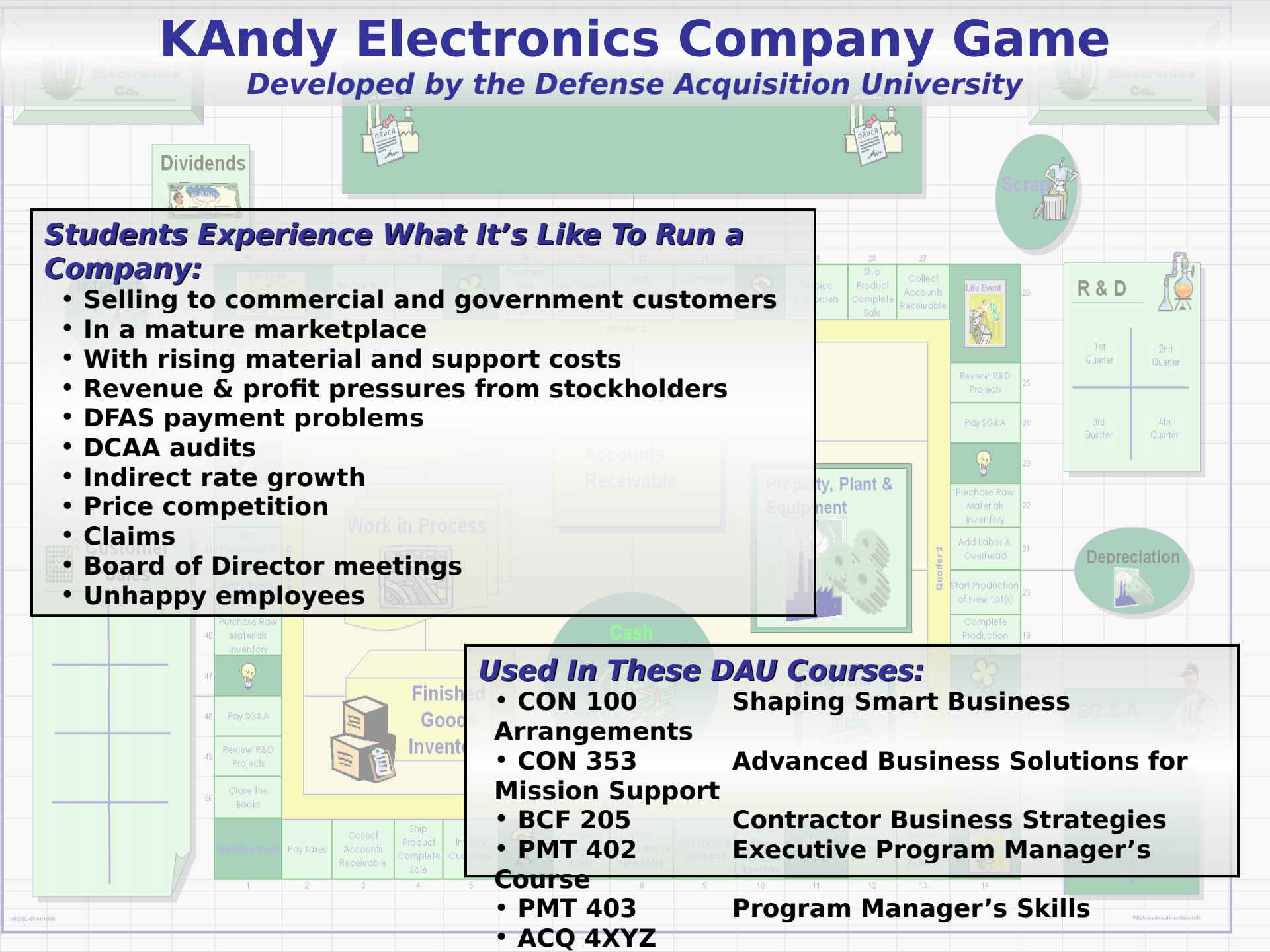
CON 110

- Old CON 101 - 120 days on line
- Now 60 day CBT course
- 8 separate lesson available through ACC

Continuous Presence! (Supporting the Workforce at the Point of Need)

KAndy Electronics Company Game

Developed by the Defense Acquisition University



Students Experience What It's Like To Run a Company:

- Selling to commercial and government customers
- In a mature marketplace
- With rising material and support costs
- Revenue & profit pressures from stockholders
- DFAS payment problems
- DCAA audits
- Indirect rate growth
- Price competition
- Claims
- Board of Director meetings
- Unhappy employees

Used In These DAU Courses:

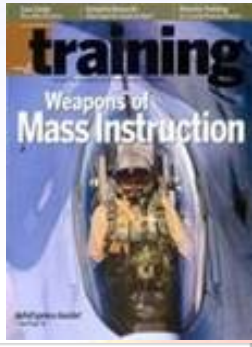
- CON 100 Shaping Smart Business Arrangements
- CON 353 Advanced Business Solutions for Mission Support
- BCF 205 Contractor Business Strategies
- PMT 402 Executive Program Manager's Course
- PMT 403 Program Manager's Skills
- ACQ 4XYZ

Questions?

CHIEF LEARNING OFFICER

Solutions for Enterprise Productivity

- ASTD Best Awards 2003 and 2004 (First Place)
- CLO Magazine Learning in Practice Awards 2004 – Gold, Bronze, & CLO-of-the-Year
- Brandon Hall Gold Award for PLM as a Best Practice - Excellence in e-Learning 2003
- Training Top 100 2003
- Corporate University Xchange Excellence Awards - Best Practices 2003
- CUBIC Best Overall Corporate University 2002
- CUBIC Best Virtual Corporate University 2002
- CUBIC Most Innovative Corporate University 2002
- CUBIC Leader of the Year 2002
- USDLA Awards 2001 and 2002



"... this is a noteworthy success for the Department of Defense. It shows that our organizations can be competitive with the best from the private sector given aggressive leadership and a commitment to transformation."

-- Mr. Pete Aldridge, Memorandum to SecDef